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TRNG-3-2

22 July 1954

**MEMORANDUM FOR: Director, Office of Training**

**SUBJECT: Career Development of All-Round Technicians**

25X1A 1. TSS returnees from FE, EE and SE have all stressed the need for TSS personnel having a variety of skills for assignment to smaller [REDACTED] Several younger TSS personnel with demonstrated aptitude have been rotated back and are awaiting reassignment. They have each shown the capacity for being made into all-round technicians, given training in those techniques in which they are lacking as well as shorter training in those techniques which they have learned "the hard way" in the field so as to teach them some of the short cuts available.

25X1A 2. The eligibility provisions [REDACTED] do not apply to these men since few if any of them have college degrees. Since they are not being developed as Junior Executives their lack of these qualifications--which make them unable to compete for JOT positions in the career development program as presently written--is of no bar to their equal usefulness to the CS. They do fit exactly the description in paragraph 1b of reference, namely "The program is designed to provide for the systematic indoctrination and development, through planned assignment of at least 12 months' duration, of those junior employees who have been identified as possessing the capacity and potential to profit from such development."

3. TSS has slots at headquarters only. These headquarters positions are apportioned among TSS divisions each of which must be composed of highly trained specialists in order to produce the work required of TSS at headquarters.

4. If these career-development-all-round-technician trainees are assigned to a division to replace a specialist, the production of that division is necessarily reduced and the trainees do not receive the training which they need.

5. TSS requests, therefore, that you set aside five of the JOT slots in the career development pool for occupancy by younger career service personnel who have demonstrated their aptitude for all-round technicians rather than Junior Executives. If this can be done it will enable TSS to select a few individuals, give them intensive training (including, of course, Phases I, II and III for those returning from the field who

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have not already had it) and within a year have available for assignment to the field all-round technicians who can perform the vast majority of the technical services required in the majority of [REDACTED]

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6. Your concurrence in establishing these five slots with this variation of the policies and qualifications outlined in [REDACTED] will be very much appreciated.

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[REDACTED]

[REDACTED]

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Original forwarded to Chairman, CIA Career  
Service Council on 7/23/54, with following  
comments:

"I am sympathetic to TSS's problem and concur in  
any proposal to develop and train young career  
employees of high potential.

"I cannot however concur with the specific proposal  
to allot five JOT slots for the exclusive use of  
TSS.



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"I would fight hard against any further reduction  
in the JOT program.

"It is recommended that:

- 1) TSS be allotted 5 slots above the ceiling  
of their TO to be used for the purpose of  
basic memo, or
- 2) JOT slots be increased by 5 for above  
purpose."



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